



Department of Social Work at Angelo State University

**MSW Social Work Program
Advanced Generalist Practice
Field Education Student
PROFESSIONAL DEVELOPMENT PLAN
(Learning Contract)**

Student Name

Semester

Agency and Field Instructor Name

Attach your Field Education Placement Activities Description for your Agency. Utilize your Placement Description to assist you in developing activities to meet your learning objectives. Be as specific as possible.

LEARNING COMPETENCIES

As an advanced generalist social work field student, your learning goals should reflect efforts to demonstrate skills in all areas of competencies as stated by the Counsel on Social Work Education (CSWE) and the Social Work Program at Angelo State University. These learning goals will become the basis for evaluating your accomplishments and performance during your Field Education.

Competency 1: Demonstrate Ethical and Professional Behavior

LIST: Social work assignments and activities through which student will achieve objective.

- Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;
 - Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;
 - Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;
 - Use technology ethically and appropriately to facilitate practice outcomes; and
 - Use supervision and consultation to guide professional judgment and behavior
 - Engage with clients and colleagues conveying a strength-based approach and attitude.
 - Demonstrate professional and ethical social work conduct in areas of practice.
 - Demonstrate the ability to critically analyze cases and articulate how to resolve in an ethical manner.
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Competency 2: Engage Diversity and Difference in Practice.

LIST: Social work assignments and activities through which student will achieve objective.

- Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;
- Present themselves as learners and engage clients and constituencies as experts of their own experiences; and
- Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.
- Demonstrate culturally centered practice that recognizes the diversity that exists between, among, and within different groups.
- Apply self- awareness to manage the influence of personal biases and values in working with diverse individuals, families, groups, organizations, communities and constituencies.

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

LIST: Social work assignments and activities through which student will achieve objective.

- Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
- Engage in practices that advance social, economic, and environmental justice.
- Demonstrate effective and diplomatic skills in advocacy.
- Deconstruct situations (culture, social, political, economic, etc.) where human rights are being violated.
- Compare how social, economic, cultural, and political frameworks can oppress and violate human rights.

Competency 4: Engage In Practice-informed Research and Research-informed Practice

LIST: Social work assignments and activities through which student will achieve objective.

- Use practice experience and theory to inform scientific inquiry and research;
 - Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
 - Use and translate research evidence to inform and improve practice, policy, and service delivery
 - Appraise, evaluate, and propose various methods of program evaluation.
 - Evaluate how personal values and biases impact research-informed practice and practice-informed research
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Competency 5: Engage in Policy Practice

LIST: Social work assignments and activities through which student will achieve objective.

- Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
 - Assess how social welfare and economic policies impact the delivery of and access to social services;
 - Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.
 - Demonstrate leadership in the organizational change process.
 - Evaluate the impact (intended and unintended) of global policies and regulations.
 - Interpret societal trends in order to develop and promote the empowerment of vulnerable populations within social work practice.
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Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

LIST: Social work assignments and activities through which student will achieve objective.

- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
 - Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.
 - Establish a relationally based process that encourages Individuals, Families, Groups, Organizations, and Communities to be equal participants in the establishment of expected outcomes.
 - Implement appropriate engagement strategies to engage individuals, families, groups, organizations, and communities within a particular theoretical model.
 - Utilize self-reflective and intrapersonal skills to effectively engage diverse individuals, families, groups, organizations, communities, and constituencies.
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Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities.

LIST: Social work assignments and activities through which student will achieve objective.

- Collect and organize data, and apply critical thinking to interpret information from clients and constituencies;
 - Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;
 - Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and
 - Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.
 - Articulates and demonstrates the influence theory has on assessment process.
 - Apply an assessment strategy to assess individuals, families, groups, organizations, and communities within a complimentary theoretical model.
 - Design appropriate assessment and planning strategies that empower service recipients.
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Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

LIST: Social work assignments and activities through which student will achieve objective.

- Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;
 - Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;
 - Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
 - Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
 - Facilitate effective transitions and endings that advance mutually agreed-on goals.
 - Utilize leadership skills to promote sustainable change in the intervention process.
 - Implement effective intervention strategies to work with individuals, families, groups, organizations, and communities within a particular theoretical model.
 - Implement the strategies that empower individuals, families, groups, organizations, and communities in various contexts of practice.
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Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

LIST: Social work assignments and activities through which student will achieve objective.

- Select and use appropriate methods for evaluation of outcomes;
- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;
- Critically analyze, monitor, and evaluate intervention and program processes and outcomes; and
- Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.
- Discern evaluation methods to measure the extent of change to individuals, families, groups, organizations, and communities.
- Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom to achieve target outcome.
- Critique evaluation practices informed from a particular theoretical model.

Student Signature

Date

MSW Field Instructor at Agency Signature

Date

Social Work MSW Field Education Liaison Signature

Date